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ABSTRACT

Information on employees in Connecticut's 22 public institutions of higher education in fall 1981 is presented. Comparisons are made to employment patterns as of fall 1979. Findings include the following: full-time employment in Connecticut public institutions was down 1.4 percent in fall 1981 from 2 years earlier; the number of full-time minority employees also declined 1.4 percent over the same period; the number of full-time female employees increased 1.4 percent, while the number of male employees decreased 4 percent; the largest single occupational category continued to be faculty (3,502, 32.7 percent), a group whose numbers have remained constant from 1979; the number of minorities in faculty positions has grown 5.4 percent; the number of female faculty members increased by 5 percent, while the number of male faculty members declined 1.6 percent; growth has occurred in the executive/managerial and the professional nonfaculty categories; the number of minorities in the executive/managerial occupational category declined by 11.1 percent, while the number of women in this category grew by 21.6 percent and the number of men declined by 1.4 percent; the number of faculty with tenure increased by 32 from fall 1979 and by fall 1981--70 percent of all full-time faculty held tenure in Connecticut public institutions; tenure rates at Connecticut 4-year public institutions are high when compared to national averages; minorities comprised 5.5 percent of all full-time faculty in fall 1981, compared to 5.2 percent in fall 1979; while the representation of minorities among faculty is increasing slowly, 49.5 percent of minority faculty are of Asian and other backgrounds, rather than black and Hispanic. (SW)

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Research Report R-3-82

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EMPLOYMENT IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION

This report presents information on employees in Connecticut's 22 public institutions of higher education in fall 1981. Comparisons are made to employment patterns as of fall 1979. Detailed tables are provided in the Appendix that update those published in BHE Report R-1-80 "Higher Education Staff Information Survey", Hartford, Connecticut, July 1980.

Highlights

- Full-time employment in Connecticut public institutions of higher education was down 1.4 percent (-157) in fall 1981 from two years earlier (page 3).
- The number of full-time minority employees also declined 1.4 percent over the same period (page 5).
- The number of full-time female employees increased 1.4 percent, while the number of male employees decreased 4 percent (page 7).
- The largest single occupational category continues to be faculty (3,502, 32.7%), a group whose numbers have remained constant from 1979 (page 3).
- The number of minorities in faculty positions has grown 5.4 percent (+10) (page 5). The number of female faculty members increased by 5 percent (+43) while the number of male faculty members declined 1.6 percent (-42) (page 7).

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- Growth has occurred in the executive/managerial (+19) and the professional non-faculty (+78) categories. The largest declines since fall 1979 are in the secretarial/clerical (-140) and service/ maintenance (-108) categories (page 3). Thus it appears that stable overall employment has been achieved to a considerable extent through reductions in the secretarial/clerical and service/ maintenance occupational categories.

- The number of minorities in the executive/managerial occupational category declined by 11.1 percent (-5). The number of women in this category grew by 21.6 percent (+25) while the number of men declined by 1.4 percent (-6) (page 7).

- The number of faculty with tenure increased by 32 (+1.3%) from fall 1979. By fall 1981, 70 percent of all full-time faculty held tenure in Connecticut public institutions of higher education (page 9).

- Tenure rates at Connecticut four-year public institutions are high when compared to national averages (page 12). While tenure rates are also high at two-year institutions, they more closely reflect national patterns for these types of institutions.

- There has been a shift in faculty among ranks. In fall 1981, 33.3 percent of all full-time faculty held the rank of professor (1,167), compared to 28.5 percent (997) in fall 1979. The number of assistant professors declined by 136 over the same period (page 9).

- Minorities comprised 5.5 percent of all full-time faculty in fall 1981, compared to 5.2 percent in fall 1979. Minority representation has increased among professors, assistant professors, tenured faculty and on-track faculty (page 12).

- While the representation of minorities among faculty is increasing slowly, 49.5 percent of minority faculty are of Asian and other backgrounds, rather than Black and Hispanic. Of on-track faculty, for example, in 1981, 1.5 percent were Black, 2.2 percent Hispanic and 2.8 percent other ethnic groups (page 13).

- Women comprised 25.6 percent of all full-time faculty in fall 1981, compared to 24.4 percent in fall 1979. Their representation has increased at all faculty ranks and among on-track faculty. In fall 1980, women represented 37.2 percent of on-track faculty. The proportion of tenured faculty who are women remains quite steady (21.3% in fall 1981) (page 15).

PART I: FULL-TIME EMPLOYEES, ALL OCCUPATIONAL CATEGORIES

Overview

The number of full-time employees in Connecticut public institutions of higher education (excluding central office and Board of Higher Education staff), was 10,700 in fall 1981, down 1.4 percent from fall 1979.[1/2]

Table 1 summarizes the distribution of full-time employees among the seven Equal Employment Opportunity Commission (EEOC) occupational categories in 1979 and 1981. The largest occupational category is faculty (with 3,502 employees, 32.7%) in 1981, almost the same as two years earlier (3,501 employees, 32.2%).

Growth has occurred in the executive/managerial category (+19) and the professional non-faculty category (+78). The largest declines are in those occupational categories requiring the least training--secretarial/clerical (-7.3%) and service/maintenance (-6.6%).

TABLE 1

FULL-TIME EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY OCCUPATIONAL CATEGORY

Occupational Category	Full-Time Employees				Percent Change 1979-1981
	1979		1981		
	Number	% of Total	Number	% of Total	
Executive/Administrative/ Managerial	552	5.1%	571	5.3%	+ 3.4%
Faculty	3,501	32.2%	3,502	32.7%	No Change
Professional Non-Faculty	2,502	23.0%	2,580	24.1%	+ 3.1%
Secretarial/Clerical	1,916	17.6%	1,776	16.6%	- 7.3%
Technical/Paraprofessional	444	4.1%	443	4.1%	- 0.2%
Skilled Crafts	303	2.8%	297	2.8%	- 2.0%
Service/Maintenance	1,639	15.1%	1,531	14.3%	- 6.6%
Total, All Categories	10,857	100%*	10,700	100%*	- 1.4%

*May not add to 100% due to rounding.

[1] Source of data: Higher Education Staff Information Survey. EEOC EEO-6 report, fall 1981. Data from Connecticut's independent institutions are submitted to BHE voluntarily. Incomplete data from this sector preclude analysis of employment patterns in Connecticut's independent institutions at this time.

[2] Full-time employees are employed by 9-10 month or 11-12 month contracts. These categories have been combined for this report.

Table 2 shows the distribution of employees by occupational category among the constituent units.

TABLE 2

FULL-TIME EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNITS*

Occupational Category	Year	University of Connecticut		UConn Health Center		State Colleges		Regional Community Colleges		State Technical Colleges		TOTAL	
		Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees
Executive/Administrative/ Managerial	1981	114	2.8%	112	4.1%	146	6.1%	166	13.6%	33	9.7%	571	5.3%
	1979	113	2.7%	99	3.7%	140	5.8%	163	12.5%	37	11.6%	552	5.1%
Faculty	1981	1,252	30.9%	394	14.6%	1,139	47.8%	522	42.7%	195	57.2%	3,502	32.7%
	1979	1,248	30.3%	389	14.4%	1,148	47.4%	537	41.3%	179	55.9%	3,501	32.2%
Professional/Non-Faculty	1981	959	23.7%	1,252	46.3%	153	6.4%	205	16.8%	11	3.2%	2,580	24.1%
	1979	871	21.2%	1,240	45.9%	165	6.8%	218	16.8%	8	2.5%	2,502	23.0%
Secretarial/Clerical	1981	611	15.1%	471	17.4%	420	17.6%	217	17.8%	57	16.7%	1,776	16.6%
	1979	678	16.5%	467	17.3%	458	18.9%	258	19.8%	55	17.2%	1,916	17.6%
Technical/ Paraprofessional	1981	83	2.1%	215	7.9%	86	3.6%	51	4.2%	8	2.3%	443	4.1%
	1979	82	2.0%	240	8.9%	61	2.5%	59	4.5%	2	0.6%	444	4.1%
Skilled Crafts	1981	124	3.1%	73	2.7%	94	3.9%	6	0.5%	-	-	297	2.8%
	1979	151	3.7%	72	2.7%	73	3.0%	7	0.5%	-	-	303	2.8%
Service/Maintenance	1981	907	22.4%	188	7.0%	344	14.4%	55	4.5%	37	10.8%	1,531	14.3%
	1979	970	23.6%	194	7.2%	377	15.6%	59	4.5%	39	12.2%	1,639	15.1%
Total, All Categories	1981	4,050	100%	2,705%	100%	2,382	100%	1,222	100%	341	100%	10,700	100%
	1979	4,113	100%	2,701%	100%	2,422	100%	1,301	100%	320	100%	10,857	100%
Percent Change	1979-1981	- 1.5%		+ 0.1%		- 1.7%		- 6.1%		+ 6.7%		- 1.4%	
Percent of all Employees	1981	37.8%		25.3%		22.3%		11.4%		3.2%		100%	
	1979	37.9%		24.9%		22.3%		12.0%		2.9%		100%	

*Tables 1A - 8A provide detailed data by institution for each occupational category.

The regional community colleges show the largest total decline in the number of full-time employees, down 79 persons, or 6.1 percent. Declines in the secretarial/clerical category are significant at the University of Connecticut (-67), the state colleges (-38) and the regional community colleges (-41), while substantial declines in the number of service/maintenance personnel have occurred at University of Connecticut (-67) and state colleges (-33). The single largest growth category was professional non-faculty employees at the University of Connecticut (+88).

Employment by Minority Status[3]

Table 3 shows the number of minority employees by occupational category for 1979 and 1981.

TABLE 3

FULL-TIME MINORITY EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY OCCUPATIONAL CATEGORY*

Occupational Category	1979			1981			Percent Change 1979-1981
	Number	% of All Employees in Category	% of All Minority Employees	Number	% of All Employees in Category	% of All Minority Employees	
Executive/Administrative/ Managerial	45	8.2%	5.1%	40	7.0%	4.6%	-11.1%
Faculty	184	5.3%	21.1%	194	5.5%	22.5%	+ 5.4%
Professional Non-Faculty	200	8.0%	22.9%	194	7.5%	22.5%	- 3.0%
Secretarial/Clerical	140	7.3%	16.0%	115	6.5%	13.3%	-17.9%
Technical/Paraprofessional	76	17.1%	8.7%	89	20.1%	10.3%	-17.1%
Skilled Crafts	14	4.6%	1.6%	9	3.0%	1.0%	-35.7%
Service/Maintenance	215	13.1%	24.6%	221	16.2%	25.6%	+ 2.8%
Total, All Categories	874	8.1%	100%	862	8.1%	100%	- 1.4%

*Tables 1A - 8A provide detailed data by institution for each occupational category.

The proportion of minority persons among full-time employees in Connecticut's public institutions of higher education in fall 1981 was 8.1 percent, the same as in fall 1979. The number of minorities employed declined 1.4 percent, the same as for all employees combined (Table 1).

While faculty represents the largest overall occupational category, minority employees continue most likely to be found in the service/ maintenance category (25.6% of all minority employees in fall 1981; Table 3). Minority persons represented 16.2 percent of all employees in this category in fall 1981, up from 13.1 percent in fall 1979. Minority persons were least likely to be found in the skilled crafts category (1% of all minority employees; 3% of all employees in this occupational category in fall 1981).

The number of minority persons employed in the executive/managerial category declined by 11.1 percent (-5) from 1979 to 1981. Headcount declines also occurred in the professional non-faculty (-6), secretarial/clerical (-25) and skilled crafts (-5) occupational categories. The greatest gain was in the faculty category (+11).

Minorities continue to be represented most highly in the technical/ paraprofessional category (20.1% of such employees in fall 1981).

Table 4 shows the employment of minority persons in each of the constituent units by occupational category.

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[3]"Minority" includes all Non-White ethnic categories. Nonresident aliens are not separated from U.S. residents in the EEOC survey. Nonresident aliens composed 2.7 percent (2,984) of all full-time employees in 1981 but their occupational categories are not known.

TABLE 4

FULL-TIME MINORITY EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT AND OCCUPATIONAL CATEGORY*

Occupational Category	Year	University of Connecticut		UConn Health Center		State Colleges		Regional Community Colleges		State Technical Colleges		TOTAL	
		Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees
Executive/Administrative/ Managerial	1981	10	8.8%	10	8.9%	7	4.8%	13	7.8%	-	-	40	7.0%
	1979	12	10.6%	8	8.1%	8	5.7%	17	10.4%	-	-	45	8.2%
Faculty	1981	80	6.4%	20	5.1%	64	5.6%	24	4.6%	6	3.1%	194	5.5%
	1979	72	5.8%	20	5.1%	65	5.7%	23	4.3%	4	2.2%	184	5.3%
Professional/Non-Faculty	1981	74	7.7%	78	6.2%	14	9.2%	27	13.2%	1	9.1%	194	7.5%
	1979	77	8.8%	79	6.4%	15	9.1%	29	13.3%	-	-	200	8.0%
Secretarial/Clerical	1981	17	2.8%	55	11.7%	22	5.2%	15	6.9%	6	10.5%	115	6.5%
	1979	36	5.3%	63	13.5%	21	4.6%	14	5.4%	6	10.9%	140	7.3%
Technical/ Paraprofessional	1981	11	13.2%	65	30.2%	5	5.8%	8	15.7%	-	-	89	20.1%
	1979	3	3.6%	68	28.0%	3	4.9%	2	3.4%	-	-	76	17.1%
Skilled Crafts	1981	2	1.6%	2	2.7%	5	5.3%	-	-	-	-	9	3.0%
	1979	4	2.6%	4	5.6%	5	6.8%	1	14.3%	-	-	14	4.6%
Service/Maintenance	1981	36	4.0%	97	51.6%	71	20.6%	11	20.0%	6	16.2%	221	16.2%
	1979	38	3.9%	98	50.5%	66	17.5%	8	13.6%	5	12.8%	215	13.1%
Total, All Categories	1981	230	5.7%	327	12.1%	188	7.9%	98	8.0%	19	5.6%	862	8.1%
	1979	242	5.9%	340	12.6%	183	7.6%	94	7.2%	15	4.7%	874	8.1%
Percent Change	1979-1981	- 5.0%		- 3.8%		+ 2.7%		+ 4.3%		+26.7%		- 1.4%	
Percent of all Minorities	1981	26.7%		37.9%		21.8%		11.4%		2.2%		100%	
	1979	27.7%		38.9%		20.9%		10.8%		1.7%		100%	

*Tables 1A - 8A provide detailed data by institution and ethnic category.

The University of Connecticut Health Center employs the largest number and proportion of minority persons. However, 29.7 percent of these employees are in the service/maintenance occupational category. The University of Connecticut employs the largest number of minority faculty (80). Minority faculty as a proportion of total full-time faculty ranges from 6.4 percent at the University of Connecticut to 3.1 percent at the state technical colleges.

In the executive/managerial occupational category, the regional community colleges employ the largest number of minority persons (13) while the state technical colleges have no minority employees in this category. The University of Connecticut and the Health Center have the largest proportion of minority employees in this occupational category (8.8% and 8.9%, respectively).

The number of minority employees has declined at University of Connecticut and the Health Center since 1979 (Table 4) at rates that exceed the overall change for these institutions. The decline is most apparent in the secretarial/clerical occupational category. At the state colleges and regional community colleges, minority employment increased slightly from 1979, as did the proportion of all employees who were minorities at these types of institutions.

Employment by Gender

Table 5 shows the number of male and female employees by occupational category for 1979 and 1981. The number of women employed has increased by 1.4 percent while the number of male employees has declined by 4 percent. The largest headcount decline for men was in the service/maintenance category (-99) while the largest proportional decline was in the technical/paraprofessional category. However, no category was exempt from losses. The number of women in executive/managerial positions has increased by 25 while the number of men in these positions has declined by six. There were 43 more female faculty members in 1981 than 1979 (an increase of 5%) while there were 42 fewer male faculty. In contrast, there were 127 fewer women in the category of secretarial/clerical.

TABLE 5

FULL-TIME EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER*

WOMEN

Occupational Category	1979			1981			Percent Change 1979-1981
	Number	% of All Employees in Category	% of All Female Employees	Number	% of All Employees in Category	% of All Female Employees	
Executive/Administrative/ Managerial	116	21.0%	2.3%	141	24.7%	2.7%	+21.6%
Faculty	852	24.3%	16.6%	895	25.6%	17.2%	+ 5.0%
Professional Non-Faculty	1,477	59.0%	28.9%	1,592	61.7%	30.7%	+ 7.8%
Secretarial/Cleric.	1,815	94.7%	35.5%	1,688	95.0%	32.5%	- 7.0%
Technical/Paraprofessional	279	62.8%	5.4%	305	68.8%	5.9%	+18.6%
Skilled Crafts	3	1.0%	0.1%	1	0.3%	-	-66.7%
Service/Maintenance	576	35.1%	11.2%	567	37.0%	10.9%	- 1.6%
Total	5,118	47.1%	100%	5,189	48.5%	100%	+ 1.4%

MEN

Occupational Category	1979			1981			Percent Change 1979-1981
	Number	% of All Employees in Category	% of All Male Employees	Number	% of All Employees in Category	% of All Male Employees	
Executive/Administrative/ Managerial	436	79.0%	7.6%	430	75.3%	7.8%	- 1.4%
Faculty	2,649	75.7%	46.2%	2,607	74.4%	47.3%	- 1.6%
Professional Non-Faculty	1,025	41.0%	17.9%	988	38.3%	17.9%	- 3.6%
Secretarial/Clerical	101	5.3%	1.8%	88	5.0%	1.6%	-12.9%
Technical/Paraprofessional	165	37.2%	2.9%	138	31.2%	2.5%	-16.4%
Skilled Crafts	300	99.0%	5.2%	296	99.7%	5.4%	- 1.3%
Service/Maintenance	1,063	64.9%	18.5%	964	63.0%	17.5%	- 9.3%
Total	5,739	52.9%	100%	5,511	51.5%	100%	- 4.0%

Women continue to be found most often in the secretarial/clerical category (32.5%). On the other hand, 47.3 percent of full-time male employees are in faculty positions, up from 46.2 percent two years earlier.

Women continue to be highly underrepresented in the category of skilled crafts where 96.6 percent of employees are white men. On the other hand, 95 percent of all secretarial/clerical employees are women.

Table 6 breaks down these data by constituent unit for 1979 and 1981.

TABLE 6

FULL-TIME FEMALE EMPLOYEES IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT AND OCCUPATIONAL CATEGORY*

Occupational Category	Year	University of Connecticut		UConn Health Center		State Colleges		Regional Community Colleges		State Technical Colleges		TOTAL	
		Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees	Number	Percent of Employees
Executive/Administrative/ Managerial	1981	26	22.8%	34	30.4%	34	23.3%	41	24.7%	6	18.2%	141	24.7%
	1979	22	19.5%	24	24.2%	28	20.0%	37	22.7%	5	13.5%	116	21.0%
Faculty	1981	254	20.3%	66	16.8%	360	31.6%	193	37.0%	22	11.3%	895	25.6%
	1979	235	18.8%	57	14.6%	346	30.1%	194	36.1%	20	11.2%	852	24.3%
Professional/Non-Faculty	1981	540	56.3%	864	69.0%	68	44.4%	117	57.1%	3	27.3%	1,592	61.7%
	1979	469	53.3%	812	65.5%	80	48.5%	117	53.7%	4	50.0%	1,477	59.0%
Secretarial/Clerical	1981	605	99.0%	422	89.6%	397	94.5%	211	97.2%	53	93.0%	1,688	95.0%
	1979	672	99.1%	416	89.1%	428	93.4%	245	95.0%	54	98.2%	1,815	94.7%
Technical/ Paraprofessional	1981	36	43.4%	173	80.5%	51	59.3%	41	80.4%	4	50.0%	305	68.8%
	1979	25	30.5%	179	74.6%	37	60.7%	37	62.7%	1	50.0%	279	62.8%
Skilled Crafts	1981	6	-	-	-	1	1.1%	-	-	-	-	1	0.3%
	1979	-	-	-	-	1	1.4%	2	28.6%	-	-	3	1.0%
Service/Maintenance	1981	424	46.8%	59	31.4%	71	20.6%	8	14.5%	5	13.5%	567	37.0%
	1979	449	46.3%	49	25.3%	69	18.3%	5	8.5%	4	10.3%	576	35.1%
Total, All Categories	1981	1,885	46.5%	1,618	59.8%	982	41.2%	611	50.0%	93	27.3%	5,189	48.5%
	1979	1,867	45.4%	1,537	56.9%	989	40.8%	637	49.0%	88	27.5%	5,118	47.1%
Percent Change	1979-1981	+ 1.0%		+ 5.3%		- 0.7%		- 4.1%		+ 5.7%		+ 1.4%	
Percent of all Women	1981	36.4%		31.2%		18.9%		11.8%		1.8%		100%	
	1979	36.5%		30.0%		19.3%		12.4%		1.7%		100%	

*Tables 1 - 8A provide detailed data by institution and gender.

While the number of women employed by Connecticut's institutions of higher education has increased overall from 1979 to 1981, small declines have occurred in the state colleges and the regional community colleges. However, these do not exceed the rate of decline for male employees in either case.

The proportion of women employed by the constituent units varies from 59.8 percent at the Health Center to 27.3 percent at the state technical colleges. The University of Connecticut employs the largest number of women (1,885).

In the faculty category, the proportion of women employed ranges from 37 percent at the regional community colleges to 11.3 percent at the state technical colleges. The state colleges employ the largest number of women faculty members (360).

The highest proportion of women among executive/managerial staff is found at the Health Center (30.4%) followed by the regional community colleges (24.7%). The lowest proportion of women in this category is at the state technical colleges (18.2%).

PART II: FACULTY

Overview

While the total number of full-time faculty has remained constant from 1979 to 1981, a shift has occurred in personnel among ranks (Table 7).[4] There were 170 more full professors in 1981 than 1979 and 136 fewer assistant professors. A large part of this shift in rank has occurred within the tenured faculty. The total number of tenured faculty increased by only 32 persons between 1979 and 1981. The number of faculty with tenure-track appointments declined by 30 persons during the same period.[5]

All but nine of the non-tenure track faculty are employed by the University of Connecticut (144) and the Health Center (221).

TABLE 7

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND TENURE STATUS

Rank	1979				1981			
	Tenure	On-Track	Other	Total	Tenure	On-Track	Other	Total
Professor	942	35	20	997 (28.5%)	1,081	55	31	1,167 (33.3%)
Associate Professor	850	98	45	993 (28.4%)	867	109	52	1,028 (29.4%)
Assistant Professor	584	408	176	1,168 (33.4%)	475	362	195	1,032 (29.5%)
Instructor	36	162	63	261 (7.5%)	19	147	55	221 (6.3%)
Lecturer	1	1	35	37 (1.1%)	1	2	33	36 (1.0%)
Other Faculty	6	3	28	37 (1.1%)	8	2	8	18 (0.5%)
TOTAL, ALL RANKS	2,419 (69.2%)	707 (20.2%)	367 (10.5%)	3,493 (100%)	2,451 (70.0%)	677 (19.3%)	374 (10.7%)	3,502 (100%)

[4] In 1979, the number of faculty members reported in the employment section of the EEOC survey differed by eight employees from the number reported by rank. The omission of these eight faculty members, 0.2 percent of the total faculty population, from the rank and tenure analysis does not influence significantly the overall accuracy of the data. Omissions included one faculty member at Central Connecticut State College, one at Housatonic Community College, four at Manchester Community College and two at Norwalk State Technical College.

[5] On-track faculty are those who are non-tenured but are in positions which lead to consideration for tenure.

When faculty by rank are examined by constituent unit (Table 8), the largest growth in faculty at the rank of professor was at the state colleges (+80; 25.8%). The largest rate of growth was at the regional community colleges where the number of faculty with the rank of professor almost doubled between 1979 and 1981 (+55; 93.2%). The regional community colleges also showed the largest decline in the number of faculty at the rank of assistant professor (-78; -34.2%) over the same period.

TABLE 8

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT AND RANK

	1979	1981	Headcount Change	Percent Change
University of Connecticut				
Professor	506	541	35	+ 6.9%
Associate Professor	371	387	16	4.3%
Assistant Professor	260	242	- 18	- 6.9%
Instructor	50	49	- 1	- 2.0%
Lecturer	30	33	3	10.0%
Other	31	-	- 31	-
Total	1,248	1,252	4	0.3%
UConn Health Center				
Professor	94	110	16	17.0%
Associate Professor	61	60	- 1	- 1.6%
Assistant Professor	190	193	3	1.6%
Instructor	44	31	- 13	-29.5%
Lecturer	-	-	-	-
Other	-	-	-	-
Total	389	394	5	1.3%
State Colleges				
Professor	310	390	80	25.8%
Associate Professor	347	348	1	0.3%
Assistant Professor	407	362	- 45	-11.1%
Instructor	81	64	- 17	-21.0%
Lecturer	1	-	-	-
Other	1	5	4	400.0%
Total	1,147	1,139	- 8	- 0.7%
Regional Community Colleges				
Professor	59	114	55	93.2%
Associate Professor	172	186	14	8.1%
Assistant Professor	228	150	- 78	-34.2%
Instructor	62	56	- 6	- 9.7%
Lecturer	6	3	- 3	-50.0%
Other	5	13	8	160.0%
Total	532	522	- 10	- 1.9%
State Technical Colleges				
Professor	28	42	14	50.0%
Associate Professor	42	47	5	11.9%
Assistant Professor	83	85	2	2.4%
Instructor	24	21	- 3	-12.5%
Lecturer	-	-	-	-
Other	-	-	-	-
Total	177	195	18	10.2%

Table 9 shows the proportion of faculty with tenure for 1979 and 1981 by institution. The tenure rate actually has declined slightly at the state colleges (81% in 1979 compared to 79% in 1981) and the Health Center (21% in 1979 compared to 20% in 1981). While tenure rates have increased at the regional community colleges (74% in 1979 vs. 78% in 1981) and the state technical colleges (73% in 1979 vs. 84% in 1981), these institutions also employ large numbers of part-time (non-tenure track) faculty (see also Table 9A in Appendix). This is likely to give some flexibility to the institutional pattern of faculty employment among disciplines.

TABLE 9

TENURE RATES AND PROPORTION OF PART-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY INSTITUTION

	Fall 1979		Fall 1981	
	Percent of Full-Time Faculty with Tenure	Percent of Faculty who are Part-Time	Percent of Full-Time Faculty with Tenure	Percent of Faculty who are Part-Time
University of Connecticut	70%	2%	72%	3%
UConn Health Center	21%	0%	20%	16%
State Colleges				
Central Connecticut	82%	43%	77%	40%
Eastern Connecticut	85%	52%	81%	56%
Southern Connecticut	85%	41%	86%	39%
Western Connecticut	68%	41%	66%	52%
Subtotal	81%	43%	79%	44%
Regional Community Colleges				
Asnuntuck	36%	65%	39%	69%
Greater Hartford	76%	58%	71%	68%
Housatonic	86%	53%	88%	50%
Manchester	74%	67%	79%	66%
Mattatuck	70%	53%	82%	63%
Middlesex	96%	50%	95%	57%
Mohegan	71%	56%	66%	67%
Northwestern Connecticut	65%	49%	86%	57%
Norwalk	84%	40%	79%	47%
Quinebaug Valley	50%	76%	70%	75%
South Central	83%	59%	79%	54%
Tunxis	44%	72%	63%	79%
Subtotal	74%	58%	78%	63%
State Technical Colleges				
Greater New Haven	8%	74%	54%	64%
Hartford	82%	56%	82%	20%
Norwalk	86%	51%	91%	47%
Thames Valley	74%	57%	84%	56%
Waterbury	90%	58%	92%	54%
Subtotal	78%	58%	84%	49%
TOTAL, ALL PUBLIC INSTITUTIONS	69%	31%	70%	34%

The tenure rates of Connecticut four-year public institutions are high compared to national averages. In 1980, the national average for public universities was 66 percent, compared to University of Connecticut's rate of 70 percent in 1979 and 72 percent in 1981.[6] The national average tenure rate for other public four-year institutions was 60 percent in 1979, compared to a rate of 81 percent at Connecticut's state colleges in 1979 and 79 percent in 1981. At two-year public institutions, the average national tenure rate in 1980 was 75 percent, compared to the Connecticut 1981 rate of 78 percent at the regional community colleges and 84 percent at the state technical colleges.

Tables 10A-17A in the Appendix provide a detailed breakdown of faculty by rank, tenure status, ethnicity and gender for each public institution in fall 1981.

Faculty Employment By Minority Status

Minorities comprised 5.5 percent of all full-time faculty in Connecticut institutions of higher education in 1981, compared to 5.2 percent in 1979 (Table 10) (5.3% when using employment section data, see footnote 3 page 5). Of the part-time faculty in 1981, 3.2 percent were minority persons (Table 9A).

TABLE 10

MINORITY REPRESENTATION AMONG FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND TENURE STATUS

Rank	1979				1981			
	Tenure	On-Track	Other	Total	Tenure	On-Track	Other	Total
Professor	44	1	1	46 (4.6%)	60	3	0	63 (5.4%)
Associate Professor	48	11	4	63 (6.3%)	44	7	2	53 (5.2%)
Assistant Professor	20	21	13	54 (4.6%)	19	24	16	59 (5.7%)
Instructor	3	7	3	13 (5.0%)	1	9	4	14 (6.3%)
Lecturer	-	-	4	4 (10.8%)	-	-	4	4 (11.1%)
Other	-	1	2	3 (8.1%)	-	1	-	1 (5.6%)
TOTAL, ALL RANKS	115 (4.8%)	41 (5.8%)	27 (7.4%)	183 (5.2%)	124 (5.1%)	44 (6.5%)	26 3.8%)	194 (5.5%)

[6]Chronicle of Higher Education Fact File, September 30, 1981.

While the total number of full-time faculty has remained constant, the number of minority faculty has increased slightly (+11 from 1979 to 1981).

The number of minorities with the rank of professor has increased by 17 from 1979, representing 10 percent of the growth at this rank. Minority faculty with tenure increased by nine, or 28.1 percent of the increase in tenured faculty. While the total number of associate professors increased over the two-year period (+35), the number of minorities at this rank declined (-10). On the other hand, the number of minority faculty at the assistant professor level increased (+5) while the total number of faculty at this rank declined (-136). It appears that promotion from associate professor to professor (or recruitment at this rank) is occurring more frequently for minority faculty than non-minority faculty, while promotion from assistant professor to associate professor may be occurring less frequently for minority faculty than non-minority faculty. (The lack of individual faculty data precludes a direct analysis of transition rates across ranks.)

Table 11 compares faculty employment by ethnicity for 1979 and 1981. It can be seen that a large proportion of the minority faculty population is composed of those of Asian and other backgrounds rather than of Black or Hispanic ethnicity.

TABLE 11

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND MINORITY STATUS

Rank	1979				1981			
	White	Black	Hispanic	Other	White	Black	Hispanic	Other
Professor	951	6	9	31	1,104	11	14	38
Associate Professor	930	27	10	26	975	22	9	22
Assistant Professor	1,114	17	14	23	973	16	16	27
Instructor	248	8	4	1	207	4	5	5
Lecturer	33	-	1	3	32	-	1	3
Other	34	-	1	2	17	-	-	1
Total	3,310 (94.8%)	58 (11.7%)	39 (1.1%)	86 (2.5%)	3,308 (94.5%)	53 (1.5%)	45 (1.3%)	96 (2.7%)
Tenured	2,301	35	21	59	2,327	39	26	59
On-Track	666	16	12	13	633	10	15	19

Table 12 provides a breakdown of full-time faculty for each constituent unit by minority status, rank and tenure status for 1979 and 1981. The University of Connecticut continues to have the greatest number and proportion of minority faculty members (6.4% in 1981). The state technical colleges continue to have the lowest proportion of minority faculty members (3.1% in 1981). The regional community colleges have the highest proportion of minorities among tenured faculty (5.7% in 1981) while the state technical colleges continue to have the lowest (2.4%). When on-track faculty are examined, however, the University of Connecticut has the highest proportion of minority faculty (9.2%) while again the state technical colleges have the lowest proportion (3.1%).

TABLE 12

FULL-TIME FACULTY IN CONNECTICUT'S PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT, RANK AND MINORITY STATUS*

	1979			1981		
	White	Minority	Total	White	Minority	Total
University of Connecticut						
Professor	485	21	506	513	28	541
Associate Professor	341	30	371	362	25	387
Assistant Professor	247	13	260	220	22	242
Instructor	48	2	50	48	1	49
Lecturer	26	4	30	29	4	33
Other Faculty	29	2	31	-	-	-
Total	1,176	72	1,248	1,172	80	1,252
	(94.2%)	(5.8%)	(100%)	(93.6%)	(6.4%)	(100%)
Tenured	831	42	873	852	49	901
	(95.2%)	(4.8%)	(100%)	(94.6%)	(5.4%)	(100%)
On-Track	216	7	223	188	19	207
	(96.9%)	(3.1)	(100%)	(90.8%)	(9.2%)	(100%)
UConn Health Center						
Professor	93	1	94	110	-	110
Associate Professor	55	6	61	56	4	60
Assistant Professor	178	12	190	181	12	193
Instructor	42	2	44	27	4	31
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-
Total	368	21	389	374	20	394
	(94.6%)	(5.4%)	(100%	(94.9%)	(5.1%)	(100%)
Tenured	78	3	81	76	2	78
	(96.3%)	(3.7%)	(100%)	(97.4%)	(2.6%)	(100%)
On-Track	89	4	93	91	4	95
	(95.7%)	(4.3%)	(100%)	(95.8%)	(4.2%)	(100%)
State Colleges						
Professor	290	20	310	336	24	360
Associate Professor	328	19	347	329	19	348
Assistant Professor	387	20	407	345	17	362
Instructor	76	5	81	60	4	64
Lecturer	1	-	1	-	-	-
Other Faculty	1	-	1	5	-	5
Total	1,083	64	1,147	1,075	64	1,139
	(94.4%)	(5.6%)	(100%)	(94.4%)	(5.6%)	(100%)
Tenured	880	52	932	851	51	902
	(94.4%)	(5.6%)	(100%)	(94.3%)	(5.7%)	(100%)
On-Track	198	12	210	224	13	237
	(94.3%)	(5.7%)	(100%)	(94.5%)	(5.5%)	(100%)
Regional Community Colleges						
Professor	56	3	59	105	9	114
Associate Professor	165	7	172	182	4	186
Assistant Professor	219	9	228	144	6	150
Instructor	60	2	62	52	4	56
Lecturer	6	-	6	3	-	3
Other Faculty	4	1	5	12	1	13
Total	510	22	532	498	24	522
	(95.9%)	(4.1%)	(100%)	(95.4%)	(4.6%)	(100%)
Tenured	379	16	395	390	17	407
	(95.9%)	(4.1%)	(100%)	(95.8%)	(4.2%)	(100%)
On-Track	126	6	132	99	7	106
	(95.5%)	(4.5%)	(100%)	(93.4%)	(6.6%)	(100%)
State Technical Colleges						
Professor	27	1	28	40	2	42
Associate Professor	41	1	42	46	1	47
Assistant Professor	83	-	83	83	2	85
Instructor	22	2	24	20	1	21
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-
Total	173	4	177	189	6	195
	(97.7%)	(2.3%)	(100%)	(96.9%)	(3.1%)	(100%)
Tenured	136	2	138	159	4	163
	(98.6%)	(1.4%)	(100%)	(97.5%)	(2.4%)	(100%)
On-Track	37	2	39	31	1	32
	(94.4%)	(5.1%)	(100%)	(96.4%)	(3.1%)	(100%)

*Tables 10A - 13A provide detailed data by institution and ethnic category.

Faculty Employment by Gender

Women represented 25.6 percent of all full-time faculty in fall 1981, compared to 24.4 percent two years earlier. Table 13 compares the representation of women by rank and tenure status for 1979 and 1981.

TABLE 13

FEMALE REPRESENTATION AMONG FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND TENURE STATUS

Rank	1979				1981			
	Tenure	On-Track	Other	Total	Tenure	On-Track	Other	Total
Professor	106	4	1	111 (11.1%)	139	11	1	151 (12.9%)
Associate Professor	181	16	9	206 (20.7%)	201	29	11	241 (23.4%)
Assistant Professor	201	132	46	379 (32.4%)	171	125	58	354 (34.3%)
Instructor	17	85	26	128 (49.0%)	9	84	28	121 (54.8%)
Lecturer	-	-	14	14 (37.8%)	-	2	17	19 (52.8%)
Other Faculty	2	1	11	14 (37.8%)	3	1	5	9 (50.0%)
TOTAL, ALL RANKS	507 (21.0%)	238 (33.7%)	107 (29.2%)	852 (24.4%)	523 (21.3%)	252 (37.2%)	120 (32.1%)	895 (25.6%)

The number of women at the ranks of professor and associate professor has increased from fall 1979 (+40 and +35, respectively). Their proportional representation has increased at all faculty ranks. However, they continue to be represented more heavily among the lower ranks. In 1981-82, women constituted 12.9 percent of professors, compared to 34.3 percent of assistant professors and over half of all instructors, lecturers and other faculty. The number of women with tenure increased by 16, while the number with on-track appointments increased by 14. However, the number of women as a proportion of all tenured faculty remained quite steady while they increased their representation among on-track faculty to 37.2 percent (compared to 33.7% in fall 1979).

Table 14 breaks down faculty employment by constituent unit for 1979 and 1981. The regional community colleges employ the largest proportion of female faculty (37% in 1981) while the state technical colleges employ the smallest proportion (11.3% of their faculty in 1981). The proportion of women among tenured faculty is also highest at the regional community colleges (29.7%) while it is lowest at UConn Health Center (2.6%). An impressive 62.3 percent of on-track faculty at the regional community colleges are women, compared to a low of 8.6 percent at the state technical colleges. The high proportion of women in this category at most units suggests that the proportion of women with tenure will increase as these women are promoted.

TABLE 14

FULL-TIME FACULTY IN CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY CONSTITUENT UNIT, RANK AND GENDER*

	1979			1981		
	Men	Women	Total	Men	Women	Total
University of Connecticut						
Professor	469	37	506	498	43	541
Associate Professor	307	64	371	311	76	387
Assistant Professor	177	83	260	146	96	242
Instructor	22	28	50	26	23	49
Lecturer	19	11	30	17	16	33
Other Faculty	19	12	31	-	-	-
Total	1,013	235	1,248	998	254	1,252
	(81.2%)	(18.8%)	(100%)	(79.7%)	(20.3%)	(100%)
Tenured	751	122	873	776	125	901
	(86.0%)	(14.0%)	(100%)	(86.2%)	(13.8%)	(100%)
On-Track	174	59	233	140	67	207
	(74.7%)	(25.3%)	(100%)	(67.6%)	(32.4%)	(100%)
Other Faculty	88	54	142	82	62	144
	(62.0%)	(38.0%)	(100%)	(57.0%)	(43.0%)	(100%)
UConn Health Center						
Professor	91	3	94	107	3	110
Associate Professor	59	2	61	55	5	60
Assistant Professor	153	37	190	151	42	193
Instructor	29	15	44	15	16	31
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-
Total	332	57	389	328	66	394
	(81.2%)	(18.8%)	(100%)	(83.2%)	(16.8%)	(100%)
Tenured	79	2	81	76	2	78
	(97.5%)	(2.5%)	(100%)	(97.4%)	(2.6%)	(100%)
On-Track	84	9	93	83	12	95
	(91.3%)	(9.7%)	(100%)	(87.4%)	(12.6%)	(100%)
Other Faculty	169	46	215	169	52	221
	(78.6%)	(21.4%)	(100%)	(76.5%)	(23.5%)	(100%)
State Colleges						
Professor	251	59	310	279	81	360
Associate Professor	257	90	347	252	96	348
Assistant Professor	253	154	407	224	138	362
Instructor	38	43	81	21	43	64
Lecturer	1	-	1	-	-	-
Other Faculty	1	-	1	3	2	5
Total	801	346	1,147	779	360	1,139
	(69.8%)	(30.2%)	(100%)	(68.4%)	(31.6%)	(100%)
Tenured	665	267	932	641	261	902
	(71.4%)	(28.6%)	(100%)	(71.1%)	(28.9%)	(100%)
On-Track	135	75	210	138	99	237
	(64.3%)	(35.7%)	(100%)	(58.2%)	(41.8%)	(100%)
Other Faculty	1	4	5	-	-	-
	(20.0%)	(80.0%)	(100%)	-	-	-
Regional Community Colleges						
Professor	48	11	59	91	23	114
Associate Professor	123	49	172	124	62	186
Assistant Professor	130	98	228	85	65	150
Instructor	31	31	62	23	33	56
Lecturer	3	3	6	-	3	3
Other Faculty	3	2	5	6	7	13
Total	338	194	532	329	193	522
	(63.5%)	(36.5%)	(100%)	(63.0%)	(37.0%)	(100%)
Tenured	285	110	395	286	121	407
	(72.2%)	(27.8%)	(100%)	(70.3%)	(29.7%)	(100%)
On-Track	51	81	132	40	66	106
	(38.6%)	(61.4%)	(100%)	(37.7%)	(62.3%)	(100%)
Other Faculty	2	3	5	3	6	9
	(40.0%)	(60.0%)	(100%)	(33.4%)	(66.6%)	(100%)
State Technical Colleges						
Professor	27	1	28	41	1	42
Associate Professor	41	1	42	45	2	47
Assistant Professor	76	7	83	72	13	85
Instructor	13	11	24	15	6	21
Lecturer	-	-	-	-	-	-
Other Faculty	-	-	-	-	-	-
Total	157	20	177	173	22	195
	(88.7%)	(11.3%)	(100%)	(88.7%)	(11.3%)	(100%)
Tenured	132	6	138	149	14	163
	(95.7%)	(4.3%)	(100%)	(91.4%)	(8.6%)	(100%)
On-Track	25	14	39	24	8	32
	(64.1%)	(35.9%)	(100%)	(75.0%)	(25.0%)	(100%)
Other Faculty	-	-	-	-	-	-
	-	-	-	-	-	-

*Tables 14A - 17A provide detailed data by institution and gender.

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TABLE 1A

FULL-TIME EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	4,350	2,165	2,031	65	25	44	1,885	1,789	51	24	21	5.7%	46.5%
UConn Health Center	2,705	1,087	944	97	19	27	1,618	1,434	142	29	13	12.1%	59.8%
State Colleges													
Central Connecticut	865	556	522	13	10	11	309	292	6	5	6	6.0%	35.3%
Eastern Connecticut	321	185	169	3	10	3	136	126	5	2	3	8.1%	42.4%
Southern Connecticut	815	449	396	38	6	9	366	339	20	4	3	9.8%	44.9%
Western Connecticut	381	210	192	8	6	4	171	158	8	2	3	8.1%	44.9%
Subtotal	2,382	1,400	1,279	62	32	27	982	915	39	13	15	7.9%	41.0%
Regional Community Colleges													
Asnuntuck	59	28	28	-	-	-	31	30	-	1	-	1.7%	52.5%
Greater Hartford	108	55	47	4	2	2	53	49	4	-	-	11.1%	49.1%
Housatonic	121	73	64	6	3	-	48	37	10	1	-	16.5%	39.7%
Manchester	197	108	103	3	-	2	89	86	3	-	-	4.1%	45.2%
Mattatuck	138	64	63	1	-	-	74	71	2	-	1	2.9%	53.6%
Middlesex	92	51	47	2	-	2	41	39	1	-	1	6.5%	44.6%
Mohegan	94	40	40	-	-	-	54	47	5	-	2	7.4%	57.4%
Northwestern Connecticut	83	44	43	1	-	-	39	39	-	-	-	1.2%	47.0%
Norwalk	116	61	54	4	1	2	55	48	5	2	-	12.0%	47.4%
Quinebaug Valley	35	13	13	-	-	-	22	21	-	-	1	2.9%	62.9%
South Central	87	40	30	7	1	2	47	34	11	2	-	26.4%	54.0%
Tunxis	92	34	34	-	-	-	58	57	-	1	-	1.1%	63.0%
Subtotal	1,222	611	566	28	7	10	611	558	41	7	5	8.0%	50.0%
State Technical Colleges													
Greater New Haven	41	24	22	-	2	-	17	16	1	-	-	7.3%	41.5%
Hartford	80	61	57	1	2	1	19	17	2	-	-	7.5%	23.8%
Norwalk	81	57	54	1	2	-	24	22	2	-	-	6.2%	29.6%
Thames Valley	67	48	46	-	2	-	19	18	-	1	-	4.5%	28.4%
Waterbury	72	58	57	1	-	-	14	13	1	-	-	2.8%	19.4%
Subtotal	341	248	236	3	8	1	93	86	6	1	-	5.6%	27.3%
TOTAL	10,709	5,511	5,056	255	91	109	5,189	4,782	279	74	54	8.1%	48.4%

Black percent of total = 5.0%
Hispanic percent of total = 1.5%
Other percent of total = 1.5%

TABLE 2A

FULL-TIME EXECUTIVE/ADMINISTRATIVE/MANAGERIAL EMPLOYEES
AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION
BY GENDER AND ETHNICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	114	88	82	6	-	-	26	22	4	-	-	8.8%	22.8%
UConn Health Center	112	78	73	5	-	-	34	29	5	-	-	8.9%	30.4%
State Colleges													
Central Connecticut	35	33	31	2	-	-	2	2	-	-	-	5.7%	5.7%
Eastern Connecticut	25	19	18	1	-	-	6	6	-	-	-	4.0%	24.0%
Southern Connecticut	27	23	22	1	-	-	4	4	-	-	-	3.7%	14.8%
Western Connecticut	59	37	35	1	1	-	22	21	-	-	1	5.1%	37.3%
Subtotal	146	112	106	5	1	-	34	33	-	-	1	4.8%	23.3%
Regional Community Colleges													
Asnuntuck	9	8	8	-	-	-	1	1	-	-	-	-	11.1%
Greater Hartford	19	13	11	2	-	-	6	6	-	-	-	10.5%	31.6%
Housatonic	16	13	12	1	-	-	3	2	-	1	-	12.5%	18.8%
Manchester	27	23	22	1	-	-	4	4	-	-	-	3.7%	14.8%
Mattatuck	7	3	3	-	-	-	4	4	-	-	-	-	57.1%
Middlesex	13	10	10	-	-	-	3	3	-	-	-	-	23.1%
Mohegan	14	9	9	-	-	-	5	3	1	-	1	14.3%	35.7%
Northwestern	14	9	9	-	-	-	5	5	-	-	-	-	35.7%
Norwalk	13	10	9	1	-	-	3	3	-	-	-	7.7%	23.1%
Quinebaug Valley	7	6	6	-	-	-	1	1	-	-	-	-	14.3%
South Central	13	9	5	4	-	-	4	3	1	-	-	38.5%	30.8%
Tunxis	14	12	12	-	-	-	2	2	-	-	-	-	14.3%
Subtotal	166	125	116	9	-	-	41	37	2	1	1	7.8%	24.7%
State Technical Colleges													
Greater New Haven	6	5	5	-	-	-	1	1	-	-	-	-	16.7%
Hartford	7	5	5	-	-	-	2	2	-	-	-	-	28.6%
Norwalk	6	3	3	-	-	-	3	3	-	-	-	-	50.0%
Thames Valley	7	7	7	-	-	-	-	-	-	-	-	-	-
Waterbury	7	7	7	-	-	-	-	-	-	-	-	-	-
Subtotal	33	27	27	-	-	-	6	6	-	-	-	-	18.2%
TOTAL	571	430	404	25	1	-	141	127	11	1	2	7.0%	24.7%

Black percent of total = 6.3%
Hispanic percent of total = 0.4%
Other percent of total = 0.4%

TABLE 3A

FULL-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	1,252	998	937	16	13	32	254	235	9	6	4	6.4%	20.3%
UConn Health Center	394	328	313	4	1	10	66	61	-	2	3	5.1%	16.8%
State Colleges													
Central Connecticut	428	316	298	2	5	11	112	102	3	[illegible]	6	6.5%	26.2%
Eastern Connecticut	122	90	85	1	1	3	32	29	-	1	2	6.6%	26.2%
Southern Connecticut	413	261	246	3	4	8	152	146	2	3	[illegible]	5.1%	36.8%
Western Connecticut	176	112	107	1	-	4	64	62	-	-	2	4.0%	36.4%
Subtotal	1,139	779	736	7	10	26	360	339	5	5	11	5.6%	31.6%
Regional Community Colleges													
Asnuntuck	18	11	11	-	-	-	7	6	-	1	-	5.6%	38.9%
Greater Hartford	45	27	25	-	-	2	18	18	-	-	-	4.4%	40.0%
Housatonic	56	44	42	2	-	-	12	12	-	-	-	3.6%	21.4%
Manchester	87	60	58	-	-	2	27	26	1	-	-	3.4%	31.0%
Mattatuck	71	42	42	-	-	-	29	27	1	-	1	2.8%	40.8%
Middlesex	44	31	29	-	-	2	13	13	-	-	-	4.5%	29.5%
Mohegan	41	23	23	-	-	-	18	18	-	-	-	-	43.9%
Northwestern Connecticut	28	20	20	-	-	-	8	8	-	-	-	-	28.6%
Norwalk	58	30	28	1	-	1	28	26	-	2	-	6.9%	48.3%
Quinebaug Valley	10	5	5	-	-	-	5	5	-	-	-	-	50.0%
South Central	34	22	18	2	1	1	12	8	4	-	-	23.5%	35.3%
Tunxis	30	14	14	-	-	-	16	16	-	-	-	-	53.3%
Subtotal	522	329	315	5	1	8	193	183	6	3	1	4.6%	37.0%
State Technical Colleges													
Greater New Haven	22	16	15	-	1	-	6	5	1	-	-	9.7%	27.3%
Hartford	49	45	44	-	-	1	4	4	-	-	-	2.0%	8.2%
Norwalk	47	41	39	-	2	-	6	6	-	-	-	4.3%	12.8%
Thames Valley	38	33	32	-	1	-	5	5	-	-	-	2.6%	13.2%
Waterbury	39	38	38	-	-	-	1	1	-	-	-	-	2.6%
Subtotal	195	173	168	-	4	1	22	21	1	-	-	3.1%	11.3%
TOTAL	3,502	2,607	2,469	32	29	77	895	839	21	16	19	5.5%	25.6%

Black percent of total = 1.5%
Hispanic percnet of total = 1.3%
Other percent of total = 2.7%

TABLE 4A

FULL-TIME PROFESSIONAL NON-FACULTY EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	959	419	380	22	7	10	540	505	18	6	11	7.7%	56.3%
UConn Health Center	1,252	388	353	13	6	16	864	821	27	7	9	6.2%	69.0%
State Colleges													
Central Connecticut	42	32	28	2	2	-	10	10	-	-	-	9.5%	23.8%
Eastern Connecticut	32	13	13	-	-	-	19	17	2	-	-	6.2%	59.4%
Southern Connecticut	67	36	33	1	1	1	31	28	2	-	1	9.0%	46.3%
Western Connecticut	12	4	4	-	-	-	8	6	2	-	-	16.7%	66.7%
Subtotal	153	85	78	3	3	1	68	61	6	-	1	9.2%	44.4%
Regional Community Colleges													
Asnuntuck	23	7	7	-	-	-	16	16	-	-	-	-	69.6%
Greater Hartford	24	14	10	2	2	-	10	10	-	-	-	16.7%	41.7%
Housatonic	10	3	3	-	-	-	7	5	2	-	-	20.0%	70.0%
Manchester	23	11	10	1	-	-	12	11	1	-	-	8.7%	52.2%
Mattatuck	25	14	13	1	-	-	11	10	1	-	-	8.0%	44.0%
Middlesex	12	6	5	1	-	-	6	5	1	-	-	16.7%	50.0%
Mohegan	8	2	2	-	-	-	6	5	1	-	-	12.5%	75.0%
Northwestern Connecticut	19	7	7	-	-	-	12	12	-	-	-	-	63.2%
Norwalk	16	12	9	2	1	-	4	3	1	-	-	25.0%	25.0%
Quinebaug Valley	7	2	2	-	-	-	5	4	-	-	1	14.3%	71.4%
South Central	17	5	4	1	-	-	12	5	5	2	-	47.0%	70.6%
Tunxis	21	5	5	-	-	-	16	15	-	1	-	4.8%	67.2%
Subtotal	205	88	77	8	3	-	117	101	12	3	1	13.2%	57.1%
State Technical Colleges													
Greater New Haven	2	1	-	-	1	-	1	1	-	-	-	50.0%	50.0%
Hartford	2	2	2	-	-	-	-	-	-	-	-	-	-
Norwalk	3	1	1	-	-	-	2	2	-	-	-	-	66.7%
Thames Valley	2	2	2	-	-	-	-	-	-	-	-	-	-
Waterbury	2	2	2	-	-	-	-	-	-	-	-	-	-
Subtotal	11	8	7	-	1	-	3	3	-	-	-	9.1%	27.3%
TOTAL	2,580	988	895	46	20	27	1,592	1,491	63	16	22	7.5%	61.7%

Black percent of total = 4.2%
Hispanic percent of total = 1.4%
Other percent of total = 1.9%

TABLE 5A

FULL-TIME SECRETARIAL/CLERICAL EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	611	6	6	-	-	-	605	588	9	7	1	2.8%	99.0%
UConn Health Center	471	49	42	4	2	1	422	374	39	8	1	11.7%	89.6%
State Colleges													
Central Connecticut	146	7	5	2	-	-	139	136	1	2	-	3.4%	95.2%
Eastern Connecticut	63	1	1	-	-	-	62	60	1	1	-	3.2%	98.4%
Southern Connecticut	146	11	10	1	-	-	135	125	9	-	1	7.5%	92.5%
Western Connecticut	65	4	4	-	-	-	61	57	3	1	-	6.2%	93.8%
Subtotal	420	23	20	3	-	-	397	378	14	4	1	5.2%	94.5%
Regional Community Colleges													
Asnuntuck	5	-	-	-	-	-	5	5	-	-	-	-	100.0%
Greater Hartford	15	-	-	-	-	-	15	13	2	-	-	13.3%	100.0%
Housatonic	15	-	-	-	-	-	15	12	3	-	-	20.0%	100.0%
Manchester	40	1	1	-	-	-	39	38	1	-	-	2.5%	97.5%
Mattatuck	26	-	-	-	-	-	26	26	-	-	-	-	100.0%
Middlesex	15	-	-	-	-	-	15	14	-	-	1	6.7%	100.0%
Mohegan	20	-	-	-	-	-	20	17	2	-	1	15.0%	100.0%
Northwestern Connecticut	13	1	1	-	-	-	12	12	-	-	-	-	92.3%
Norwalk	20	4	3	-	-	1	16	13	3	-	-	20.0%	75.0%
Quinebaug Valley	10	-	-	-	-	-	10	10	-	-	-	-	100.0%
South Central	17	-	-	-	-	-	17	16	1	-	-	5.9%	100.0%
Tunxis	21	-	-	-	-	-	21	21	-	-	-	-	100.0%
Subtotal	217	6	5	-	-	1	211	197	12	-	2	6.9%	97.2%
State Technical Colleges													
Greater New Haven	10	1	1	-	-	-	9	9	-	-	-	-	90.0%
Hartford	13	1	1	-	-	-	12	10	2	-	-	15.4%	92.3%
Norwalk	12	1	1	-	-	-	11	9	2	-	-	16.7%	91.7%
Thames Valley	10	-	-	-	-	-	10	9	-	1	-	10.0%	100.0%
Waterbury	12	1	1	-	-	-	11	10	1	-	-	8.3%	91.7%
Subtotal	57	4	4	-	-	-	53	47	5	1	-	10.5%	93.0%
TOTAL	1,776	88	77	7	2	2	1,688	1,584	79	20	5	6.5%	95.0%

Black percent of total = 4.8%
Hispanic percent of total = 1.2%
Other percent of total = 0.4%
Minority men as percent of all men = 12.5%
Minority women as percent of all women = 6.2%

TABLE 6A

FULL-TIME TECHNICAL/PARAPROFESSIONAL EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	83	47	46	1	-	-	36	26	7	3	-	13.2%	43.4%
UConn Health Center	215	42	24	16	2	-	173	126	42	5	-	30.2%	80.5%
State Colleges													
Central Connecticut	42	20	19	1	-	-	22	21	1	-	-	4.8%	52.4%
Eastern Connecticut	10	6	6	-	-	-	4	4	-	-	-	-	40.0%
Southern Connecticut	31	9	9	-	-	-	22	19	2	1	-	9.7%	71.0%
Western Connecticut	3	-	-	-	-	-	3	3	-	-	-	-	100.0%
Subtotal	86	35	34	1	-	-	51	47	3	1	-	5.8%	59.3%
Regional Community Colleges													
Asnuntuck	1	-	-	-	-	-	1	1	-	-	-	-	100.0%
Greater Hartford	3	-	-	-	-	-	3	2	1	-	-	33.3%	100.0%
Housatonic	13	2	2	-	-	-	11	6	5	-	-	38.5%	84.6%
Manchester	5	1	1	-	-	-	4	4	-	-	-	-	80.0%
Mattatuck	6	2	2	-	-	-	4	4	-	-	-	-	66.7%
Middlesex	4	-	-	-	-	-	4	4	-	-	-	-	100.0%
Mohegan	4	-	-	-	-	-	4	3	1	-	-	25.0%	100.0%
Northwestern	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	8	4	4	-	-	-	4	3	1	-	-	12.5%	50.0%
Quinebaug Valley	1	-	-	-	-	-	1	1	-	-	-	-	100.0%
South Central	3	1	1	-	-	-	2	2	-	-	-	-	66.7%
Tunxis	3	-	-	-	-	-	3	3	-	-	-	-	100.0%
Subtotal	51	10	10	-	-	-	41	33	8	-	-	15.7%	80.4%
State Technical Colleges													
Greater New Haven	-	-	-	-	-	-	-	-	-	-	-	-	-
Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	3	1	1	-	-	-	2	2	-	-	-	-	66.7%
Thames Valley	3	2	2	-	-	-	1	1	-	-	-	-	33.3%
Waterbury	2	1	1	-	-	-	1	1	-	-	-	-	50.0%
Subtotal	8	4	4	-	-	-	4	4	-	-	-	-	50.0%
TOTAL	443	138	118	18	2	-	305	236	60	9	-	20.1%	68.8%

Black percent of total = 17.6%
Hispanic percent of total = 2.5%
Other percent of total = -

TABLE 7A

FULL-TIME SKILLED CRAFTS EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHINICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	124	124	122	1	1	-	-	-	-	-	-	1.6%	-
UConn Health Center	73	73	71	2	-	-	-	-	-	-	-	2.7%	-
State Colleges													
Central Connecticut	29	29	29	-	-	-	-	-	-	-	-	-	-
Eastern Connecticut	23	23	22	-	1	-	-	-	-	-	-	4.3%	-
Southern Connecticut	31	30	28	2	-	-	1	1	-	-	-	6.4%	3.2%
Western Connecticut	11	11	9	1	1	-	-	-	-	-	-	18.2%	-
Subtotal	94	93	88	3	2	-	1	1	-	-	-	5.3%	1.1%
Regional Community Colleges													
Asnuntuck	-	-	-	-	-	-	-	-	-	-	-	-	-
Greater Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-
Housatonic	-	-	-	-	-	-	-	-	-	-	-	-	-
Manchester	1	1	1	-	-	-	-	-	-	-	-	-	-
Mattatuck	-	-	-	-	-	-	-	-	-	-	-	-	-
Middlesex	-	-	-	-	-	-	-	-	-	-	-	-	-
Mohegan	1	1	1	-	-	-	-	-	-	-	-	-	-
Northwestern Connecticut	3	3	3	-	-	-	-	-	-	-	-	-	-
Norwalk	1	1	1	-	-	-	-	-	-	-	-	-	-
Quinebaug Valley	-	-	-	-	-	-	-	-	-	-	-	-	-
South Central	-	-	-	-	-	-	-	-	-	-	-	-	-
Tunxis	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	6	6	6	-	-	-	-	-	-	-	-	-	-
State Technical Colleges													
Greater New Haven	-	-	-	-	-	-	-	-	-	-	-	-	-
Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	-	-	-	-	-	-	-	-	-	-	-	-	-
Thames Valley	-	-	-	-	-	-	-	-	-	-	-	-	-
Waterbury	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	297	296	287	6	3	-	1	1	-	-	-	3.0%	0.3%

Black percent of total = 2.0%
Hispanic percent of total = 1.0%
Other percent of total = -

TABLE 8A

FULL-TIME SERVICE/MAINTENANCE EMPLOYEES AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	907	483	458	19	4	2	424	413	4	2	5	4.0%	46.7%
UConn Health Center	188	129	68	53	8	-	59	23	29	7	-	51.6%	31.4%
State Colleges													
Central Connecticut	143	119	112	4	3	-	24	21	1	2	-	7.0%	16.8%
Eastern Connecticut	46	33	24	1	8	-	13	10	2	-	1	26.1%	28.3%
Southern Connecticut	100	79	48	30	1	-	21	16	5	-	-	36.0%	21.0%
Western Connecticut	55	42	33	5	4	-	13	9	3	1	-	23.6%	23.6%
Subtotal	344	273	217	40	16	-	71	56	11	3	1	20.6%	20.6%
Regional Community College													
Asnuntuck	3	2	2	-	-	-	1	1	-	-	-	-	33.3%
Greater Hartford	2	1	1	-	-	-	1	-	1	-	-	50.0%	50.0%
Housatonic	11	11	5	3	-	-	-	-	-	-	-	54.5%	-
Manchester	14	11	10	1	-	-	3	3	-	-	-	7.1%	21.4%
Mattatuck	3	3	3	-	-	-	-	-	-	-	-	-	-
Middlesex	4	4	3	1	-	-	-	-	-	-	-	25.0%	-
Mohegan	6	5	5	-	-	-	1	1	-	-	-	-	16.7%
Northwestern Connecticut	6	4	3	1	-	-	2	2	-	-	-	16.7%	33.3%
Norwalk	-	-	-	-	-	-	-	-	-	-	-	-	-
Quinebaug Valley	-	-	-	-	-	-	-	-	-	-	-	-	-
South Central	3	3	2	-	-	1	-	-	-	-	-	33.3%	-
Tunxis	3	3	3	-	-	-	-	-	-	-	-	-	-
Subtotal	55	47	37	6	3	1	8	7	1	-	-	20.0%	14.5%
State Technical Colleges													
Greater New Haven	1	1	1	-	-	-	-	-	-	-	-	-	-
Hartford	9	8	5	1	2	-	1	1	-	-	-	33.3%	11.1%
Norwalk	10	10	9	1	-	-	-	-	-	-	-	10.0%	-
Thames Valley	7	4	3	-	1	-	3	3	-	-	-	14.3%	42.9%
Tunxis	10	9	8	1	-	-	1	1	-	-	-	10.0%	10.0%
Subtotal	37	32	26	3	3	-	5	5	-	-	-	16.2%	13.5%
TOTAL	1,531	964	806	121	34	3	567	504	45	12	6	14.4%	37.0%

Black percent of total = 10.8%
Hispanic percent of total = 3.0%
Other percent of total = 0.6%

TABLE 9A

PART-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND ETHNICITY

FALL 1981

INSTITUTIONS	TOTAL	MEN					WOMEN					Minority % of Total	Women % of Total
		Total	White	Black	Hispanic	Other	Total	White	Black	Hispanic	Other		
University of Connecticut	34	18	16	-	1	1	16	16	-	-	-	5.9%	47.1%
UConn Health Center	78	71	71	-	-	-	7	7	-	-	-	-	9.0%
State Colleges													
Central Connecticut	289	192	189	1	1	1	97	93	1	-	3	2.4%	33.6%
Eastern Connecticut	158	85	82	-	1	2	73	72	-	-	1	2.5%	46.2%
Southern Connecticut	265	161	-	-	-	-	104	-	-	-	-	N.A.	39.2%
Western Connecticut	187	134	132	2	-	-	53	52	1	-	-	1.6%	28.3%
Subtotal	899	572	403	3	2	3	327	217	2	-	4	2.4%	36.4%
Regional Community Colleges													
Asnuntuck	40	22	22	-	-	-	18	18	-	-	-	-	45.0%
Greater Hartford	96	58	54	3	-	1	38	34	2	2	-	8.3%	39.6%
Housatonic	57	36	36	-	-	-	21	16	1	4	-	8.8%	36.8%
Manchester	170	111	104	3	1	3	59	56	3	-	-	5.9%	34.7%
Mattatuck	121	63	63	-	-	-	58	57	1	-	-	0.8%	47.9%
Middlesex	58	46	45	-	-	1	12	12	-	-	-	1.7%	20.7%
Mohegan	85	45	45	-	-	-	40	40	-	-	-	-	47.1%
Northwestern	37	18	18	-	-	-	19	19	-	-	-	-	51.4%
Norwalk	51	30	27	2	1	-	21	19	2	-	-	9.8%	41.2%
Quinebaug Valley	30	20	18	-	2	-	10	9	-	1	-	10.0%	33.3%
South Central	40	26	25	1	-	-	14	11	1	2	-	10.0%	35.0%
Tunxis	114	76	75	-	-	1	38	38	-	-	-	0.9%	33.3%
Subtotal	899	551	532	9	4	6	348	329	10	9	-	4.2%	38.7%
State Technical Colleges													
Greater New Haven	40	37	37	-	-	-	3	3	-	-	-	-	7.5%
Hartford	12	10	9	-	1	-	2	2	-	-	-	8.3%	16.7%
Norwalk	41	34	32	-	-	2	7	7	-	-	-	4.9%	17.1%
Thames Valley	48	40	40	-	-	-	8	8	-	-	-	-	16.7%
Waterbury	46	44	44	-	-	-	2	2	-	-	-	-	4.3%
Subtotal	187	165	162	-	1	2	22	22	-	-	-	1.6%	11.8%
TOTAL	2,097	1,377	1,184	12	8	12	720	591	12	9	4	3.2%	33.6%

Black percent of total = 1.4%
Hispanic percent of total = 0.9%
Other percent of total = 0.9%

TABLE 10A

FULL-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

FALL 1981

	University of Connecticut	UConn Health Center	Central Connecticut	Eastern Connecticut	Southern Connecticut	Western Connecticut	Total State Colleges	Asnuntuck	Greater Hartford	Housatonic	Manchester	Mattatuck	Middlesex	Mohegan	Northwestern Connecticut	Norwalk	Quinebaug Valley	South Central	Tunxis	Total, Regional Community Colleges	Greater New Haven	Hartford	Norwalk	Thames Valley	Waterbury	Total, State Technical Colleges	TOTAL
Professor																											
White	513	110	116	36	134	50	336	3	10	12	27	12	7	10	5	11	1	2	5	105	-	12	9	9	10	40	1,104
Black	7	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	2	-	3	-	-	-	-	-	-	11
Hispanic	5	-	1	-	4	-	5	-	-	-	-	-	-	-	-	1	-	1	-	2	-	-	1	1	-	2	14
Other	16	-	7	1	6	4	18	-	2	-	1	-	-	-	-	-	-	1	-	4	-	-	-	-	-	-	38
TOTAL	541	110	124	37	144	55	360	3	12	13	28	12	7	10	5	12	1	6	5	114	-	12	10	10	10	42	1,167
Associate Professor																											
White	362	56	114	40	127	48	329	3	14	23	21	28	18	12	11	23	4	13	12	182	3	12	12	9	10	46	975
Black	14	2	1	1	2	-	4	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	22
Hispanic	5	-	2	1	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9
Other	6	2	4	3	3	1	11	-	-	-	-	-	1	-	-	1	-	-	-	2	-	1	-	-	-	1	22
TOTAL	387	60	121	45	133	49	348	3	14	23	21	28	19	12	11	24	4	15	12	186	3	13	12	9	10	47	1,028
Assistant Professor																											
White	220	181	151	28	111	55	345	6	11	14	30	18	16	9	7	16	3	5	9	144	6	22	21	15	19	83	973
Black	4	2	3	-	2	-	5	-	-	-	1	1	-	-	-	1	-	1	-	4	1	-	-	-	-	1	16
Hispanic	8	3	2	-	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	16
Other	10	7	6	1	-	1	8	-	-	-	1	-	1	-	-	-	-	-	-	2	-	-	-	-	-	0	27
TOTAL	242	193	162	29	115	56	362	6	11	14	32	19	17	9	7	17	3	6	9	150	8	22	21	15	19	85	1,032
Instructor																											
White	48	27	19	5	20	16	60	5	8	5	6	7	1	1	5	4	2	6	2	52	11	2	3	4	-	20	207
Black	-	-	1	-	1	-	2	-	-	1	-	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	4
Hispanic	-	-	1	1	-	-	2	1	-	-	-	-	-	-	-	1	-	-	-	2	-	-	1	-	-	1	5
Other	1	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5
TOTAL	49	31	21	6	21	16	64	6	8	6	6	7	1	1	5	5	2	7	2	56	11	2	4	4	-	21	221
Lecturer																											
White	29	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	3	-	-	-	-	-	-	32
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Other	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
TOTAL	33	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2	3	-	-	-	-	-	-	36
Other																											
White	-	-	-	5	-	-	5	-	-	-	-	4	-	8	-	-	-	-	-	12	-	-	-	-	-	-	17
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
TOTAL	-	-	-	5	-	-	5	-	-	-	-	5	-	8	-	-	-	-	-	13	-	-	-	-	-	-	18

TABLE 11A

FULL-TIME TENURED FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

FALL 1981

	University of Connecticut	UConn Health Center	Central Connecticut	Eastern Connecticut	Southern Connecticut	Western Connecticut	Total State Colleges	Asnuntuck	Greater Hartford	Housatonic	Manchester	Mattatuck	Middlesex	Mohegan	Northwestern Connecticut	Norwalk	Quinebaug Valley	South Central	Tunxis	Total, Regional Community Colleges	Greater New Haven	Hartford	Norwalk	Thames Valley	Waterbury	Total, State Technical Colleges	TOTAL
Professor																											
White	486	66	109	36	132	48	325	2	10	12	27	12	7	10	5	11	1	2	5	104	-	12	9	9	10	40	1,021
Black	7	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	-	2	-	3	-	-	-	-	-	-	11
Hispanic	5	-	1	-	4	-	5	-	-	-	-	-	-	-	-	1	-	1	-	2	-	-	1	1	-	2	14
Other	16	-	6	1	5	3	15	-	2	-	1	-	-	-	-	-	-	1	-	4	-	-	-	-	-	-	35
TOTAL	514	66	116	37	141	52	346	2	12	13	28	12	7	10	5	12	1	6	5	113	-	12	10	10	10	42	1,081
Associate Professor																											
White	304	9	102	36	118	37	293	3	13	23	19	27	18	11	11	21	4	13	8	171	3	12	12	9	10	46	823
Black	11	1	1	1	2	-	4	-	-	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	18
Hispanic	4	-	2	1	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8
Other	5	1	4	3	1	1	9	-	-	-	-	-	1	-	-	1	-	-	-	2	-	1	-	-	-	1	18
TOTAL	324	11	109	41	122	38	310	3	13	23	19	27	19	11	11	22	4	15	8	175	3	13	12	9	10	47	867
Assistant Professor																											
White	58	1	92	16	82	26	216	2	7	12	22	15	15	6	7	11	2	5	6	110	6	15	21	13	16	71	456
Black	1	-	2	-	2	-	4	-	-	-	-	1	-	-	-	1	-	1	-	3	1	-	-	-	-	1	9
Hispanic	-	-	2	-	1	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	4
Other	-	-	5	-	-	-	5	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	6
TOTAL	59	1	101	16	85	26	228	2	7	12	22	16	16	6	7	12	2	6	6	114	8	15	21	13	16	73	475
Instructor																											
White	3	-	4	-	7	1	12	-	-	1	-	-	-	-	1	-	-	-	-	2	1	-	-	-	-	1	18
Black	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	3	-	5	-	7	1	13	-	-	1	-	-	-	-	1	-	-	-	-	2	1	-	-	-	-	1	19
Lecturer																											
White	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Other																											
White	-	-	-	5	-	-	5	-	-	-	-	3	-	-	-	-	-	-	-	3	-	-	-	-	-	-	8
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	5	-	-	5	-	-	-	-	3	-	-	-	-	-	-	-	3	-	-	-	-	-	-	8

TABLE 12A

FULL-TIME NON-TENURED ON-TRACK FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

FALL 1981

	University of Connecticut	UConn Health Center	Central Connecticut	Eastern Connecticut	Southern Connecticut	Western Connecticut	Total State Colleges	Asnuntuck	Greater Hartford	Housatonic	Manchester	Mattatuck	Middlesex	Mohegan	Northwestern Connecticut	Norwalk	Quinebaug Valley	South Central	Tunxis	Total, Regional Community Colleges	Greater New Haven	Hartford	Norwalk	Thames Valley	Waterbury	Total, State Technical Colleges	TOTAL
Professor																											
White	13	27	7	-	2	2	11	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	52
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	1	-	1	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
TOTAL	13	27	8	-	3	3	14	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	55
Associate Professor																											
White	39	16	12	4	9	11	36	-	1	-	2	1	-	1	-	2	-	-	4	11	-	-	-	-	-	-	102
Black	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Hispanic	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Other	-	1	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
TOTAL	43	17	12	4	11	11	38	-	1	-	2	1	-	1	-	2	-	-	4	11	-	-	-	-	-	-	109
Associate Professor																											
White	115	48	59	12	29	29	129	4	4	2	8	3	1	3	-	5	1	-	3	34	-	7	2	3	-	12	338
Black	2	-	1	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	4
Hispanic	6	2	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9
Other	6	1	1	1	-	1	3	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	11
TOTAL	129	51	61	13	30	30	134	4	4	2	10	3	1	3	-	5	1	-	3	36	-	7	2	3	-	12	362
Instructor																											
White	21	-	15	5	13	15	48	5	8	4	6	7	1	1	4	4	2	6	2	50	10	2	3	4	-	19	138
Black	-	-	-	-	1	-	1	-	-	1	-	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	3
Hispanic	-	-	1	1	-	-	2	1	-	-	-	-	-	-	-	1	-	-	-	2	-	-	1	-	-	1	5
Other	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
TOTAL	22	-	16	6	14	15	51	6	8	5	6	7	1	1	4	5	2	7	2	54	10	2	4	4	-	20	147
Lecturer																											
White	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	2
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	2
Other																											
White	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
TOTAL	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2

TABLE 13A

FULL-TIME OTHER FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND ETHNICITY

FALL 1981

	University of Connecticut	UConn Health Center	Central Connecticut	Eastern Connecticut	Southern Connecticut	Western Connecticut	Total State Colleges	Asnuntuck	Greater Hartford	Housatonic	Manchester	Mattatuck	Middlesex	Mohegan	Northwestern Connecticut	Norwalk	Quinebaug Valley	South Central	Tunxis	Total, Regional Community Colleges	Greater New Haven	Hartford	Norwalk	Thames Valley	Waterbury	Total, State Technical Colleges	TOTAL
Professor																											
White	14	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	14	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	31
Asociate Professor																											
White	19	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	50
Black	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
TOTAL	20	32	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	52
Assistant Professor																											
White	47	132	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	179
Black	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Hispanic	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
Other	4	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10
TOTAL	54	141	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	195
Instructors																											
White	24	27	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	51
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4
TOTAL	24	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	55
Lecturers																											
White	28	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	29
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Other	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
TOTAL	32	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-	-	33
Other																											
White	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	8	-	-	-	-	-	-	8
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hispanic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-	-	-	-	-	8	-	-	-	-	-	8	-	-	-	-	-	-	8

TABLE 14A

FULL-TIME FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND GENDER

FALL 1981

INSTITUTIONS	TOTAL	MEN							WOMEN							Women % of Total
		Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	
University of Connecticut	1,252	998	498	311	146	26	17	-	254	43	76	96	23	16	-	20.3%
UConn Health Center	394	328	107	55	151	15	-	-	66	3	5	42	16	-	-	16.8%
State Colleges																
Central Connecticut	428	316	95	98	114	9	-	-	112	29	23	48	12	-	-	26.2%
Eastern Connecticut	122	90	31	35	19	2	-	3	32	6	10	10	4	-	2	26.2%
Southern Connecticut	413	261	111	83	61	6	-	-	152	33	50	54	15	-	-	36.8%
Western Connecticut	176	112	42	36	30	4	-	-	64	13	13	26	12	-	-	36.4%
Subtotal	1,139	779	279	252	224	21	-	3	360	81	96	138	43	-	2	31.6%
Regional Community Colleges																
Asnuntuck	18	11	2	2	5	2	-	-	7	1	1	1	4	-	-	38.9%
Greater Hartford	45	27	12	9	5	1	-	-	18	-	5	6	7	-	-	40.0%
Housatonic	56	44	10	19	11	4	-	-	12	3	4	3	2	-	-	21.4%
Manchester	87	60	22	17	18	3	-	-	27	6	4	14	3	-	-	31.0%
Mattatuck	71	42	10	16	10	3	-	3	29	2	12	9	4	-	2	40.8%
Middlesex	44	31	6	15	9	1	-	-	13	1	4	8	-	-	-	29.5%
Mohegan	41	23	9	6	5	-	-	3	18	1	6	4	1	1	5	43.9%
Northwestern Connecticut	28	20	4	9	5	2	-	-	8	1	2	2	3	-	-	28.6%
Norwalk	58	30	7	14	9	-	-	-	28	5	10	8	5	-	-	48.2%
Quinebaug Valley	10	5	-	3	-	2	-	-	5	1	1	3	-	-	-	50.0%
South Central	34	22	5	9	5	3	-	-	12	1	6	1	4	-	-	35.3%
Tunxis	30	14	4	5	3	2	-	-	16	1	7	6	-	2	-	53.3%
Subtotal	522	329	91	124	85	23	-	6	193	23	62	65	33	3	7	37.0%
State Technical Colleges																
Greater New Haven	22	16	-	3	5	8	-	-	6	-	-	3	3	-	-	27.3%
Hartford	49	45	12	13	19	1	-	-	4	-	-	3	1	-	-	8.2%
Norwalk	47	41	9	10	19	3	-	-	6	1	2	2	1	-	-	12.8%
Thames Valley	38	33	10	9	11	3	-	-	5	-	-	4	1	-	-	13.2%
Waterbury	39	38	10	10	18	-	-	-	1	-	-	1	-	-	-	2.6%
Subtotal	195	173	41	45	72	15	-	-	22	1	2	13	6	-	-	11.3%
TOTAL	3,502	2,607	1,016	787	678	100	17	9	895	151	241	354	121	19	9	25.5%

TABLE 15A

FULL-TIME TENURED FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY RANK AND GENDER

FALL 1981

INSTITUTIONS	TOTAL	MEN							WOMEN							Women % of Total
		Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	
University of Connecticut	901	776	474	267	31	3	1	-	125	40	57	28	-	-	-	13.9%
UConn Health Center	78	76	64	11	1	-	-	-	2	2	-	-	-	-	-	2.6%
State Colleges																
Central Connecticut	331	252	94	88	67	3	-	-	79	22	21	34	2	-	-	23.9%
Eastern Connecticut	99	76	31	32	10	-	-	3	23	6	9	6	-	-	2	23.2%
Southern Connecticut	355	233	108	75	48	2	-	-	122	33	47	37	5	-	-	34.4%
Western Connecticut	117	80	39	27	14	-	-	-	37	13	11	12	1	-	-	31.6%
Subtotal	902	641	272	222	139	5	-	3	261	74	88	89	8	-	2	28.9%
Regional Community Colleges																
Asnuntuck	7	5	2	2	1	-	-	-	2	-	1	1	-	-	-	28.6%
Greater Hartford	32	26	12	9	5	-	-	-	6	-	4	2	-	-	-	18.8%
Housatonic	49	40	10	19	10	1	-	-	9	3	4	2	-	-	-	18.4%
Manchester	69	51	22	16	13	-	-	-	18	6	3	9	-	-	-	26.1%
Mattatuck	58	36	10	16	8	-	-	2	22	2	11	8	-	-	1	37.9%
Middlesex	42	30	6	15	9	-	-	-	12	1	4	7	-	-	-	28.6%
Mohegan	27	19	9	6	4	-	-	-	8	1	5	2	-	-	-	29.6%
Northwestern Connecticut	24	19	4	9	5	1	-	-	5	1	2	2	-	-	-	20.8%
Norwalk	46	27	7	13	7	-	-	-	19	5	9	5	-	-	-	41.3%
Quinebaug Valley	7	3	-	3	-	-	-	-	4	1	1	2	-	-	-	57.1%
South Central	27	19	5	9	5	-	-	-	8	1	6	1	-	-	-	29.6%
Tunxis	19	11	4	4	3	-	-	-	8	1	4	3	-	-	-	42.1%
Subtotal	407	286	91	121	70	2	-	2	121	22	54	44	-	-	1	29.7%
State Technical Colleges																
Greater New Haven	12	8	-	3	5	-	-	-	4	-	-	3	1	-	-	33.3%
Hartford	40	39	12	13	14	-	-	-	1	-	-	1	-	-	-	2.5%
Norwalk	43	38	9	10	19	-	-	-	5	1	2	2	-	-	-	11.6%
Thames Valley	32	28	10	9	9	-	-	-	4	-	-	4	-	-	-	12.5%
Waterbury	36	36	10	10	16	-	-	-	-	-	-	-	-	-	-	-
Subtotal	163	149	41	45	63	-	-	-	14	1	2	10	1	-	-	8.6%
TOTAL	2,451	1,928	942	666	304	10	1	5	523	139	201	171	9	-	3	21.3%

TABLE 16A

FULL-TIME NON-TENURED ON-TRACK FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND RANK

FALL 1981

INSTITUTIONS	TOTAL	MEN							WOMEN							Women % of Total
		Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	
University of Connecticut	207	140	11	31	87	11	-	-	67	2	12	42	11	-	-	32.4%
UConn Health Center	95	83	26	16	41	-	-	-	12	1	1	10	-	-	-	12.6%
State Colleges																
Central Connecticut	97	64	1	10	47	6	-	-	33	7	2	14	10	-	-	34.0%
Eastern Connecticut	23	14	-	3	9	2	-	-	9	-	1	4	4	-	-	39.1%
Southern Connecticut	58	28	3	8	13	4	-	-	30	-	3	17	10	-	-	51.7%
Western Connecticut	59	32	3	9	16	4	-	-	27	-	2	14	11	-	-	45.8%
Subtotal	237	138	7	30	85	16	-	-	99	7	8	49	35	-	-	41.8%
Regional Community Colleges																
Asnuntuck	11	6	-	-	4	2	-	-	5	1	-	-	4	-	-	45.5%
Greater Hartford	13	1	-	-	-	1	-	-	12	-	1	4	7	-	-	92.3%
Housatonic	7	4	-	-	1	3	-	-	3	-	-	1	2	-	-	42.9%
Manchester	18	9	-	1	5	3	-	-	9	-	1	5	3	-	-	50.0%
Mattatuck	13	6	-	-	2	3	-	1	7	-	1	1	4	-	1	53.8%
Middlesex	2	1	-	-	-	1	-	-	1	-	-	1	-	-	-	50.0%
Mohegan	5	1	-	-	1	-	-	-	4	-	1	2	1	-	-	80.0%
Northwestern Connecticut	4	1	-	-	-	1	-	-	3	-	-	-	3	-	-	75.0%
Norwalk	12	3	-	1	2	-	-	-	9	-	1	3	5	-	-	75.0%
Quinebaug Valley	3	2	-	-	-	2	-	-	1	-	-	1	-	-	-	33.3%
South Central	7	3	-	-	-	3	-	-	4	-	-	-	4	-	-	57.1%
Tunxis	11	3	-	1	-	2	-	-	8	-	3	3	-	2	-	72.7%
Subtotal	106	40	-	3	15	21	-	1	66	1	8	21	33	2	1	62.3%
State Technical Colleges																
Greater New Haven	10	8	-	-	-	8	-	-	2	-	-	-	2	-	-	20.0%
Hartford	9	6	-	-	5	1	-	-	3	-	-	2	1	-	-	33.3%
Norwalk	4	3	-	-	-	3	-	-	1	-	-	-	1	-	-	25.0%
Thames Valley	6	5	-	-	2	3	-	-	1	-	-	-	1	-	-	16.7%
Waterbury	3	2	-	-	2	-	-	-	1	-	-	1	-	-	-	33.3%
Subtotal	32	24	-	-	9	15	-	-	8	-	-	3	5	-	-	25.0%
TOTAL	677	425	44	80	237	63	-	1	252	11	29	125	84	2	1	37.2%

TABLE 17A

FULL-TIME OTHER FACULTY AT CONNECTICUT PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY GENDER AND RANK

FALL 1981

INSTITUTIONS	TOTAL	MEN							WOMEN							Women % of Total
		Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	Total	Prof.	Assoc. Prof.	Asst. Prof.	Instr.	Lect.	Other	
University of Connecticut	144	82	13	13	28	12	16	0	62	1	7	26	12	16	0	43.0%
UConn Health Center	221	169	17	28	109	15	0	0	52	0	4	32	16	0	0	23.5%
State Colleges																
Central Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Eastern Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Southern Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Western Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Regional Community Colleges																
Asnuntuck	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greater Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housatonic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manchester	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mattatuck	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Middlesex	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mohegan	9	3	-	-	-	-	-	3	6	-	-	-	-	1	5	66.6%
Northwestern Connecticut	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Quinebaug Valley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
South Central	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Tunxis	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	9	3	-	-	-	-	-	3	6	-	-	-	-	1	5	66.6%
State Technical Colleges																
Greater New Haven	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hartford	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Norwalk	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Thames Valley	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Waterbury	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	374	254	30	41	137	27	16	3	120	1	11	58	28	17	5	32.1%

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